

**Example #5D- Employee Has Less Than 30 Years of Credited Service as of Delphi Plan Freeze Date, Retires With At Least 30 Years of Service and Becomes Eligible for OPEB Within 7 Years of the Effective Date**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 22.5 years

Employee continues to work at Delphi for another 9 years

30&Out Retirement

Retirement effective 7/1/2016 with 31.5 years of service

Single – Age 58 at retirement

Employee had a total of 29.5 years of credited service as of the 7 year anniversary of the Freeze Date

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:**

**Total Benefit prior to age 62 and one month:**

**Delphi Share:**

Basic Benefit: $\$51.40 \times 22.5 = \$1,156.50 \times .752$ (due to age reduction)	=	\$ 869.69
Early Retirement Supplement:		<u>\$2,150.31</u>
		<b>\$3,020.00</b>

**GM Share:**

\$ 0

**Total:**

**\$3,020.00**

**Total Benefit at age 62 and one month:**

**Delphi Share:**

Basic Benefit: $\$51.40 \times 22.5$	=	<b>\$1,156.50</b>
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(Note: At age 62 and one month, the Basic Benefit is redetermined.

An age reduction factor is no longer applied, since the employee retired with at least 30 years of service for retirement eligibility purposes).

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 7$	=	<b><u>\$ 359.80</u></b>
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(Note: No age reduction factor is applied to the benefit, since the employee is age 58 at the time of retirement and had 29.5 years of credited service as of the 7 year anniversary of the Freeze Date.

GM recognizes this is an 85 point retirement for pension purposes).

**Total:**

**\$1,516.30**

**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date. As of July 1, 2014, employee was age 56 with 29.5 years of credited service. Employee attained 85 Points.**

**Example #6- Employee Retires Under an 85 Point Retirement**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 24 years

Employee continues to work at Delphi for another 3 years

85 Point Retirement

Retirement effective 7/1/2010 with 27 years of credited service

Single – Age 58 at retirement

Benefit Class Code C

~~Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan~~

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 24 = \$1,233.60$	$\times .752$ (due to age reduction)	=	\$ 927.67
Interim Supplement: $\$36.60 \times 24 =$			<u>\$ 878.40</u>
			<b>\$1,806.07</b>

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 3 = \$154.20$	$\times .752$ (due to age reduction)	=	\$ 115.96
Interim Supplement: $\$36.60 \times 3 =$			<u>\$ 109.80</u>
			<b>\$ 225.76</b>

<b>Total to Retiree:</b>	<b>\$2,031.83</b>
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**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 24 =$	<b>\$1,233.60</b>
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**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 3 =$	<u><b>\$ 154.20</b></u>
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<b>Total to Retiree:</b>	<b>\$ 1,387.80</b>
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**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date.**

**Example #7- Any Delphi SAP Participant**

GM is not responsible for any portion of the pension benefit. 100% paid by Delphi. Note: If the SAP Participant was a flow back to Delphi from GM, GM would be responsible for a pro-rata portion of the pension benefit based on the Participant's credited service accrued prior to the flow back under the GM Hourly-Rate Employees Pension Plan.

Additional Note: This example retiree would be eligible for OPEB in retirement from GM.

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**Example #8- Employee Retires Under a 60 & 10 Retirement**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 18.5 years

Employee continues to work at Delphi another 6 months

60 & 10 Retirement

Retirement effective 1/1/2008 with 19 years of credited service

Single – Age 60 at retirement

Benefit Class Code C

~~Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan~~

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 18.5 = \$950.90 \times .867$  (due to age reduction) = \$ 824.43

Interim Supplement:  $\$47.30 \times 18.5 =$  \$ 875.05

**\$ 1,699.48**

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 0.5 = \$25.70 \times .867$  (due to age reduction) = \$ 22.28

Interim Supplement:  $\$47.30 \times 0.5 =$  \$ 23.65

**\$ 45.93**

**Total to Retiree:**

**\$1,745.41**

**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 18.5 \times .867$  (due to age reduction) = \$ 824.43

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 0.5 \times .867$  (due to age reduction) = \$ 22.28

**Total to Retiree:**

**\$ 846.71**

**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date.**

**Example #9- Employee Has 15 Years of Credited Service as of the Delphi Plan Freeze Date & Quits 3 Years Later**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 15 years

Employee continues to work at Delphi for another 3 years

Employee quits Delphi

Single – Age 48 at time of termination

Benefit Class Code C

~~Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan~~

**Calculation of Benefit:**

**Total Benefit Payable at Age 65 (Note: Benefit will be reduced for age if commenced prior to age 65):**

**Delphi Share:**

Deferred Vested Basic Benefit:  $\$51.40 \times 15 =$  **\$ 771.00**

**GM Share: (BG Credited Service)**

Deferred Vested Basic Benefit:  $\$51.40 \times 3 =$  **\$ 154.20**

**Total:** **\$ 925.20**

**Note: This example employee would not be eligible for OPEB in retirement from GM.**

**Example #10- Employee Has 10 Years of Credited Service as of Delphi Plan Freeze Date, Works An Additional 1.5 Years at Delphi, Is Then Placed On Lay-off Status at Delphi & Then Breaks Time for Time**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 10 years

Employee continues to work at Delphi for another 1.5 years and is then put on lay-off status as of 1/1/2009

Employee eventually breaks time-for-time – Age 48 at time of break

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:**

**Total Benefit Payable at Age 65 (Note: Benefit will be reduced for age if commenced prior to age 65):**

**Delphi Share:**

Deferred Vested Basic Benefit:  $\$51.40 \times 10 = \$ 514.00$

**GM Share: (BG Credited Service)**

Deferred Vested Basic Benefit:  $\$51.40 \times 3.4 = \$ 174.76$

**Total:**  $\$ 688.76$

**Note: This example employee would not be eligible for OPEB in retirement from GM.**

**Example #11- Employee Continues to Work at Delphi & Retires With 30 Years of Credited Service- 70% Rule Example**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 24 years

Employee works 6 more years at Delphi after the Freeze

Maximum base hourly rate for job classification as of 6/30/2007 is \$25.00/hr

Supplemental Employee Group B maximum base hourly rate of \$16.50/hr on 7-1-2007 and at date of retirement (example assumes no future increases)

Benefit Class Code A prior to wage reduction and at time of retirement

**30&Out Retirement**

Retirement effective 7/1/2013 with 30 years of credited service

Single – Age 58 at retirement

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****70% Rule Calculation**

$$\$25.00 \times 173 \frac{1}{3} = \$4,333.33 \times 70\% = \$3,033.33 \quad = \quad < \text{No Adj.}>$$

**Total Benefit prior to age 62 and one month:****Delphi Share:**

$$\text{Basic Benefit: } \$50.90 \times 24 \text{ years} \times .752 \text{ (due to age reduction)} \quad = \quad \$ 918.64$$

$$\text{Early Retirement Supplement:} \quad = \quad \underline{\$2,101.36}$$

**\$3,020.00**

**GM Share:**

**\$ 0**

**Total to Retiree:**

**\$3,020.00**

**Total Benefit at age 62 and one month:****Delphi Share:**

$$\text{Basic Benefit: } \$50.90 \times 24 \quad = \quad \$1,221.60$$

**GM Share: (BG Credited Service)**

$$\text{Basic Benefit: } \$50.90 \times 6 \quad = \quad \underline{\$ 305.40}$$

**Total to Retiree:**

**\$1,527.00**

**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date.**

**Example #12- Employee Retires At Age 64- Benefit Class Code Example**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 24 years

Employee works 4 more years at Delphi after the Freeze

Maximum base hourly rate for job classification as of 6/30/2007 is \$27.00/hr

Supplemental Employee Group B maximum base hourly rate of \$16.50/hr on 7-1-2007 and at date of retirement (example assumes no future increases)

Benefit Class Code B prior to wage reduction; Benefit Class Code B at time of retirement

Voluntary Retirement- Age 60 to 64

Retirement effective 7/1/2011 with 28 years of credited service

Single – Age 64 at retirement

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit Payable:****Delphi Share:**

Basic Benefit: $\$51.15 \times 24 =$	<b>\$ 1,227.60</b>
(Years of credited service accrued prior to wage reduction based on Benefit Class Code B)	

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.15 \times 4 =$	<b><u>\$ 204.60</u></b>
(Years of credited service accrued after wage reduction based on Benefit Class Code B)	

<b>Total To Retiree:</b>	<b>\$ 1,432.20</b>
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**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee was already retirement eligible as of the Effective Date.**



**Example #13- Employee Flows Back to GM After Delphi Plan Freeze Date**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 24 years

Employee works 2 more years at Delphi after the Freeze

Employee flows back to GM and works 4 more years

Maximum base hourly rate for job classification as of 6/30/2007 is \$27.00/hr

Supplemental Employee Group B maximum base hourly rate of \$16.50/hr on 7-1-2007

Benefit Class Code B at Delphi prior to wage reduction

Benefit Class Code C at GM (\$28.25/hr) at time of retirement

30&Out Retirement

Retirement effective 7/1/2013 with 30 years of credited service

Single – Age 58 at retirement

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:**

Basic Benefit:	24 years at \$51.15 = \$1,227.60 x .752 (due to age reduction) =	\$ 923.16
	2 years at \$51.15 = \$ 102.30 x .752 (due to age reduction) =	\$ 76.93
	4 years at \$51.40 = \$ 205.60 x .752 (due to age reduction) =	<u>\$ 154.61</u>
		\$1,154.70
Early Retirement Supplement:	\$3,020 - \$1,154.70 =	<u>\$1865.30</u>
		\$3020.00

**70% Rule Adjustment**

$$\$28.25 \times 173 \frac{1}{3} = \$4,896.67 \times 70\% = \$3,427.67 = \underline{< \text{No Adj.}>}$$

**Delphi Share:**

Basic Benefit:	\$51.15 x 24 years x .752 (due to age reduction) =	\$ 923.16
Early Retirement Supplement:	24/30 x \$1,865.30 =	<u>\$1,492.24</u>
		<b>\$2,415.40</b>

**GM Share:**

Basic Benefit:	\$51.15 x 2 years x .752 (due to age reduction) =	\$ 76.93	(BG Credited Service)
Basic Benefit:	\$51.40 x 4 years x .752 (due to age reduction) =	\$ 154.61	(GM Credited Service)
Early Retirement Supplement:	6/30 x \$1,865.30 =	<u>\$ 373.06</u>	(2 yrs. of BG Credited Service; 4 yrs. of GM Credited Service)
		<b>\$ 604.60</b>	

<b>Total to Retiree:</b>	<b>=</b>	<b>\$3,020.00</b>
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**Total Benefit at age 62 and one month:**

**Delphi Share:**

Basic Benefit:  $\$51.15 \times 24 =$  **\$1,227.60**

**GM Share:**

Basic Benefit:  $\$51.15 \times 2 =$  **\$ 102.30** (BG Credited Service)

Basic Benefit:  $\$51.40 \times 4 =$  **\$ 205.60** (GM Credited Service)

**\$ 307.90**

**Total to Retiree: \$1,535.50**

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**Note: This example retiree would be eligible for OPEB in retirement from GM.**

**Example #14- Employee Has Less Than 30 Years of Credited Service as of Delphi Plan Freeze Date and the Plant is Divested in the Future**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 26.5 years

Employee continues to work at Delphi for another 2.5 years and then the plant is sold effective 1/1/2010

At the time of the divestiture, the employee has 29 years of credited service

**Employee works for the New Company for an additional 2 years and then retires**

~~Example assumes that the Delphi Hourly-Rate Employees Pension Plan IS AMENDED to treat employees at the New Company as active participants for all purposes, other than future benefit accruals based on additional credited service, for all periods of time on or after the Freeze Date and prior to retirement or separation from service from Delphi or any Delphi operation divested after October 8, 2005.~~

30&Out Retirement

Retirement effective 1/1/2012 with 31 years of total eligibility service

Single – Age 55 at time of retirement (age 53 at time of divestiture)

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

[Example also assumes that the New Company offers a new Defined Benefit (DB) Pension Plan. The value of the monthly annuity accrued under the new DB plan for the two years that this employee works at the New Company is assumed to be \$100 per month in this example.] An alternative approach is under review by the parties.

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 26.5 = \$1,362.10 \times .579$ (due to age reduction) =	\$ 788.66
Early Retirement Supplement	<u>\$2,231.34</u>
	<b>\$3,020.00<sup>(1)</sup></b>
[Less New Company's DB Plan	<u>(\$ 100.00)<sup>(2)</sup></u>

An alternative approach is under review by the parties.

Monthly Benefit Payable =	<b>\$2,920.00</b>
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<b><u>GM Share:</u></b>	<b>\$ 0</b>
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**New Company Share:**

Monthly Benefit Payable =	<u><b>\$ 100.00</b></u>
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<b>Total to Retiree:</b>	<b>\$3,020.00</b>
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<sup>(1)</sup> Since this example assumes that the Delphi Hourly-Rate Employees Pension Plan IS AMENDED as noted, this example retiree is eligible for a 30&Out Retirement under the Delphi pension plan

based on 31 years of total eligibility service. Prior to attaining age 62 and one month, Delphi is responsible for paying a Basic Benefit based on the years of credited service accrued as of the Freeze Date, which is 26.5 years, and the full Early Retirement Supplement. Since the Delphi pension plan recognizes the service at the New Company for retirement eligibility purposes, so will GM as it relates to the credited service accrued under the Benefit Guarantee as depicted below.

[(2) Delphi shall also be entitled to offset from any Supplement paid prior to age 62 and one month, the full value of any benefits applicable to an employee covered under a successor company defined benefit or defined contribution pension plan, regardless of when payable, other than those benefits solely attributable to employee contributions.] An alternative approach is under review by the parties.

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**Total Benefit at age 62 and one month:**

**Delphi Share:**

Basic Benefit:  $\$51.40 \times 26.5 =$  **\$1,362.10**

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 4.5 =$  \$ 231.30

[Less New Company's DB Plan parties. (\$ 100.00)] An alternative approach is under review by the parties.

Monthly Benefit Payable = **\$ 131.30 <sup>(1) (3)</sup>**

**New Company Share:**

Monthly Benefit Payable = **\$ 100.00**

**Total to Retiree: \$1,593.40**

[(3) GM shall also be entitled to offset from any obligation under the Benefit Guarantee the full value of any benefits applicable to a Covered Employee under a Delphi or successor company defined benefit or defined contribution pension plan, regardless of when payable, other than those benefits solely attributable to employee contributions. Furthermore, GM's obligations to provide a particular benefit under the Benefit Guarantee will not apply to the extent Delphi or a successor company carves out any Covered Employee from all or part of any Delphi or successor company benefits provided to non-Covered Employees.] An alternative approach is under review by the parties.

**Note: Since Delphi is recognizing the service accrued at the New Company for retirement eligibility purposes and this employee reached retirement eligibility within 7 years of the Effective Date, this example retiree is eligible for OPEB in retirement from GM.**

[GM shall also be entitled to offset from any obligation under the Benefit Guarantee the full value of any benefits applicable to a Covered Employee under a Delphi or successor company post-retirement health care or life insurance plan, regardless of when payable, other than those benefits solely attributable to employee contributions. Furthermore, GM's obligations to provide a particular benefit under the Benefit Guarantee will not apply to the extent Delphi or a successor company carves out any Covered Employee from all or part of any Delphi or successor company benefits provided to non-Covered Employees.] An alternative approach is under review by the parties.



**Example #15- Employee Has Less Than 30 Years of Credited Service as of Delphi Plan Freeze Date and the Plant is Closed in the Future**

Assume Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 26.5 years

Employee continues to work at Delphi for another 2.5 years and then the plant is permanently closed effective 1/1/2010

At the time of the closure, the employee has 29 years of credited service

**This example assumes that the employee is placed on lay-off status after the plant closure.**

**After being on lay-off status for 3 years, the employee elects to retire.**

**30&Out Retirement**

Retirement is effective 1/1/2013 with 30.9 years of credited service. Under the Delphi pension plan, the employee is entitled to receive up to 1.9 years of credited service while on lay-off status.

Single – Age 55 at retirement (age 52 at time of plant closure)

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 26.5 = \$1,362.10 \times .579$ (due to age reduction) =	\$ 788.66
Early Retirement Supplement:	<u>\$2,231.34</u>
	<b>\$3,020.00</b>

**GM Share:**

**\$ 0**

**Total to Retiree:**

**\$3,020.00**

**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 26.5 =$	<b>\$1,362.10</b>
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**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 4.4 =$	<b><u>\$ 226.16</u></b>
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**Total to Retiree:**

**\$1,588.26**

**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date.**

**Example #16- Employee Has Less Than 30 Years of Credited Service as of Delphi Plan Freeze Date & Retires With More Than 30 Years of Credited Service-Surviving Spouse Coverage Example**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 26.5 years

Employee continues to work at Delphi for another 6.5 years

30&Out Retirement

Retirement effective 1/1/2014 with 33 years of credited service

Age 58 at retirement

Married at retirement- age difference between retiree and spouse within 5 years

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:**

**Total Benefit prior to age 62 and one month:**

**Delphi Share:**

Basic Benefit:  $\$51.40 \times 26.5 = \$1,362.10 \times .752$  (due to age reduction) = \$1,024.30

Early Retirement Supplement: \$1,995.70

\$3,020.00

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 26.5 = \$1,362.10 \times 0.05 =$  (\$ 68.11)

Monthly Amount Payable: \$2,951.89

**GM Share:**

\$ 0

**Total to Retiree:**

**\$2,951.89**

**Total Benefit at age 62 and one month:**

**Delphi Share:**

Basic Benefit:  $\$51.40 \times 26.5 =$  \$1,362.10

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 26.5 = \$1,362.10 \times 0.05 =$  (\$ 68.11)

Monthly Amount Payable: \$1,293.99

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 6.5 =$  \$ 334.10

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 6.5 = \$334.10 \times 0.05 =$  (\$ 16.71)

Monthly Amount Payable: \$ 317.39

**Total to Retiree:**

**\$1,611.38**



Note: The GM HRP is owed for the cost of the surviving spouse coverage for those months between retirement and attaining age 62 and one month. Even though a Basic Benefit was not being paid by GM during these months, the surviving spouse coverage has been in place since date of retirement and would have been invoked if the retiree died prior to attaining age 62 and one month.

**Calculation of the Cost of the GM Surviving Spouse Coverage for the period 1/1/2014 through 1/1/2018:**

Monthly Cost of Surviving Spouse Coverage: $\$51.40 \times 6.5 = \$334.10 \times 0.05 =$	\$ 16.71 per month
Times the number of months	x <u>49 months</u>
<b>Total Cost That Retiree Owes GM:</b>	<b>\$ 818.79</b>

The parties will discuss administrative procedures to collect the \$818.79 that is owed to the GM HRP for the cost of the surviving spouse coverage.

**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date.**



**Continuation of Example #16: Instead of the Retiree Living to at Least Age 62 and One Month, the Following Assumes that the Retiree Dies At Age 60- Calculation of Surviving Spouse Benefit**

**Calculation of Benefit to Surviving Spouse:**

**Total Benefit Payable the Month Following the Date of Death- Effective 2/1/2016:**

**Delphi Share:**

Basic Benefit: $\$51.40 \times 26.5 =$	\$1,362.10
Less Cost of Surviving Spouse Coverage: $\$51.40 \times 26.5 = \$1,362.10 \times 0.05 =$	(\$ 68.11)
Monthly Amount Payable to Retiree:	\$1,293.99

**Monthly Amount Payable to Surviving Spouse:**  $\$1,293.99 \times 0.65 =$  **\$ 841.09**

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 6.5 =$	\$ 334.10
Less Cost of Surviving Spouse Coverage: $\$51.40 \times 6.5 = \$334.10 \times 0.05 =$	(\$ 16.71)
Monthly Amount Payable to Retiree:	\$ 317.39

**Monthly Amount Payable to Surviving Spouse:**  $\$317.39 \times 0.65 =$  **\$ 206.30**

**Total to Surviving Spouse:** **\$1,047.39**

Note: The GM HRP is owed for the cost of the surviving spouse coverage for those months between the retiree's date of retirement and the retiree's date of death. Even though a Basic Benefit was not being paid by GM during these months, the surviving spouse coverage has been in place since date of retirement.

**Calculation of the Cost of the GM Surviving Spouse Coverage for the period 1/1/2014 through 1/1/2016:**

Monthly Cost of Surviving Spouse Coverage: $\$51.40 \times 6.5 = \$334.10 \times 0.05 =$	\$ 16.71 per month
Times the number of months	x <u>25 months</u>
<b>Total Cost That Surviving Spouse Owes GM:</b>	<b>\$ 417.75</b>

The parties will discuss administrative procedures to collect the \$417.75 that is owed to the GM HRP for the cost of the surviving spouse coverage.

**Note: This example surviving spouse continues to be eligible for health care from GM after the retiree's death.**

**Example #17- Employee Retires Under an 85 Point Retirement- Surviving Spouse Coverage Example**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 24 years

Employee continues to work at Delphi for another 3 years

85 Point Retirement

Retirement effective 7/1/2010 with 27 years of credited service

Age 58 at retirement

~~Married at retirement- age difference between retiree and spouse within 5 years~~

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 24 = \$1,233.60 \times .752$  (due to age reduction) = \$ 927.67

Interim Supplement:  $\$36.60 \times 24 =$  \$ 878.40

\$1,806.07

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 24 = \$1,233.60 \times 0.05 =$  (\$ 61.68)

Monthly Amount Payable: \$1,744.39

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 3 = \$154.20 \times .752$  (due to age reduction) = \$ 115.96

Interim Supplement:  $\$36.60 \times 3 =$  \$ 109.80

\$ 225.76

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 3 = \$154.20 \times 0.05 =$  (\$ 7.71)

Monthly Amount Payable: \$ 218.05

**Total to Retiree: \$ 1,962.44**

**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 24 =$  \$1,233.60

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 24 = \$1,233.60 \times 0.05 =$  (\$ 61.68)

Monthly Amount Payable: \$1,171.92

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 3 =$  \$ 154.20

Less Cost of Surviving Spouse Coverage:  $\$51.40 \times 3 = \$154.20 \times 0.05 =$  (\$ 7.71)

Monthly Amount Payable: \$ 146.49

**Total to Retiree: \$ 1,318.41**

**Note: This example retiree would be eligible for OPEB in retirement from GM. Employee reached retirement eligibility within 7 years of the Effective Date.**

**Continuation of Example #17: Instead of the Retiree Living to at Least Age 62 and One Month, the Following Assumes that the Retiree Dies At Age 60- Calculation of Surviving Spouse Benefit**

**Calculation of Benefit to Surviving Spouse:**

**Total Benefit Payable the Month Following the Date of Death- Effective 8/1/2012:**

**Delphi Share:**

Basic Benefit: $\$51.40 \times 24 =$	\$1,233.60
Less Cost of Surviving Spouse Coverage: $\$51.40 \times 24 = \$1,233.60 \times 0.05 =$	(\$ 61.68)
Monthly Amount Payable to Retiree:	\$1,171.92

**Monthly Amount Payable to Surviving Spouse:  $\$1,171.92 \times 0.65 =$  \$ 761.75**

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 3 =$	\$ 154.20
Less Cost of Surviving Spouse Coverage: $\$51.40 \times 3 = \$154.20 \times 0.05 =$	(\$ 7.71)
Monthly Amount Payable to Retiree:	\$ 146.49

**Monthly Amount Payable to Surviving Spouse:  $\$146.49 \times 0.65 =$  \$ 95.22**

**Total to Surviving Spouse: \$ 856.97**

**Note: This example surviving spouse continues to be eligible for health care from GM after the retiree's death.**

**Example #18- Employee Retires Under a T&PD Retirement Within 7 Years of the Freeze Date**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 25 years

Employee continues to work at Delphi for another 6 years

T&PD Retirement Approved By Both Delphi and GM- Denied SSDIB

Retirement effective 7/1/2013 with 31 years of service

~~Single – Age 59 at retirement~~

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

Note: As stated in the 2003 Hourly-Rate Employees Pension Plan, a maximum of 30 years of credited service is used to calculate the Temporary Benefit

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 25 =$	\$1,285.00
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Temporary Benefit: $\$49.80 \times 25 =$	<u>\$1,245.00</u>
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	<b>\$2,530.00</b>
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**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 6 =$	\$ 308.40
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Temporary Benefit: $\$49.80 \times 5 =$	<u>\$ 249.00</u>
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	<b>\$ 557.40</b>
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<b>Total to Retiree:</b>	<b>\$3,087.40</b>
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**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 25 =$	<b>\$1,285.00</b>
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**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 6 =$	<u><b>\$ 308.40</b></u>
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<b>Total to Retiree:</b>	<b>\$1,593.40</b>
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**Note:** This example retiree would be eligible for OPEB in retirement from GM. Employee retired T&PD, which was approved by GM, within 7 years of the Effective Date.

**Example #19- Employee Retires Under a T&PD Retirement Within 7 Years of the Freeze Date**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 15 years

Employee continues to work at Delphi for another 6 years

T&PD Retirement Approved By Both Delphi and GM - Denied SSDIB

Retirement effective 7/1/2013 with 21 years of credited service

Single – Age 49 at retirement

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 15 =$	\$ 771.00
Temporary Benefit: $\$49.80 \times 15 =$	\$ 747.00
	<b>\$1,518.00</b>

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 6 =$	\$ 308.40
Temporary Benefit: $\$49.80 \times 6 =$	\$ 298.80
	<b>\$ 607.20</b>

<b>Total to Retiree:</b>	<b>\$2,125.20</b>
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**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 15 =$	\$ 771.00
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**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 6 =$	<u>\$ 308.40</u>
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<b>Total to Retiree:</b>	<b>\$ 1,079.40</b>
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**Note:** This example retiree would be eligible for OPEB in retirement from GM. Employee retired T&PD, which was approved by GM, within 7 years of the Effective Date.

**Example #20- Employee Retires Under a T&PD Retirement After the 7 Year Anniversary of the Freeze Date**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 20 years

Employee continues to work at Delphi for another 8 years

T&PD Retirement Approved by Delphi- Denied SSDIB

Retirement effective 7/1/2015 with 28 years of service

Single – Age 55 at retirement

Employee had a total of 27 years of credited service as of the 7 year anniversary of the Freeze Date

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 20 =$  **\$1,028.00**

Temporary Benefit:  $\$49.80 \times 20 =$  **\$ 996.00**

**\$2,024.00**

**GM Share: (BG Credited Service)**

Deferred Vested Basic Benefit:  $\$51.40 \times 7 \times .428$  (due to age reduction) = **\$ 153.99**

(Note: GM does not recognize as a T&PD retirement, since it was effective after the 7 year anniversary of the Freeze Date. GM only recognizes those T&PD retirements, which are approved by both Delphi and GM within 7 years of the Freeze Date.

A deferred vested age reduction factor is applied to the benefit, since the employee is age 55 at the time of retirement and only had 27 years of credited service as of the 7 year anniversary of the Freeze Date. Employee is not considered retirement eligible by GM. The age reduction factor that is applied is based on commencing the deferred vested pension benefit at age 55 versus age 65).

**Total to Retiree:** **\$2,177.99**

**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 20 =$  **\$1,028.00**

**GM Share: (BG Credited Service)**

Deferred Vested Basic Benefit:  $\$51.40 \times 7 \times .428$  (due to age reduction) = **\$ 153.99**

**Total to Retiree:** **\$1,181.99**

**Note:** This example retiree would not be eligible for OPEB in retirement from GM. Employee did not reach retirement eligibility within 7 years of the Effective Date. As of July 1, 2014, employee was age 54 with 27 years of credited service. Additionally, the employee is not a T&PD retirement approved by GM within 7 years of the Effective Date.



**Example #21- Employee Approved for T&PD Retirement From Delphi But T&PD Is Not Approved By GM**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 15 years

Employee continues to work at Delphi for another 6 years

T&PD Retirement Approved By Delphi But Denied by GM - Also Denied SSDIB

Retirement effective 7/1/2013 with 21 years of credited service

Single – Age 55 at retirement

Benefit Class Code C

~~Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan~~

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 15 =$  \$ 771.00

Temporary Benefit:  $\$49.80 \times 15 =$  \$ 747.00

**\$1,518.00**

**GM Share: (BG Credited Service)**

Deferred Vested Basic Benefit:  $\$51.40 \times 6 \times .428$  (due to age reduction) = **\$ 132.00**

(Note: A deferred vested age reduction factor is applied to the benefit, since the employee is age 55 at the time of retirement and only had 21 years of credited service. Employee is not considered retirement eligible by GM. The age reduction factor that is applied is based on commencing the deferred vested pension benefit at age 55 versus age 65).

**Total to Retiree: \$1,650.00**

**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit:  $\$51.40 \times 15 =$  \$ 771.00

**GM Share: (BG Credited Service)**

Deferred Vested Basic Benefit:  $\$51.40 \times 6 \times .428$  (due to age reduction) = **\$ 132.00**

**Total to Retiree: \$ 903.00**

**Note: This example retiree would not be eligible for OPEB in retirement from GM. Employee did not reach retirement eligibility. As of the date of retirement, employee was age 55 with 21 years of credited service. Additionally, the employee is not a T&PD retirement approved by GM.**

**Example #22- Employee Retires At Age 65 With Less Than 10 Years of Credited Service**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 8 years

Employee works 1 additional year at Delphi after the Freeze

Normal Retirement- Age 65

Retirement effective 7/1/2008 with 9 years of credited service

Single – Age 65 at retirement

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:**

**Total Benefit Payable:**

**Delphi Share:**

Basic Benefit:  $\$51.40 \times 8 =$  **\$411.20**

**GM Share: (BG Credited Service)**

Basic Benefit:  $\$51.40 \times 1 =$  **\$ 51.40**

**Total To Retiree: \$462.60**

**Note: This example retiree would not be eligible for OPEB in retirement from GM, since the employee retired with less than 10 years of credited service.**



**Example #23- Employee Retires Under an 85 Point Retirement But Does Not Become Eligible for OPEB Within 7 Years of the Effective Date**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 20 years

Employee continues to work at Delphi for another 8 years

85 Point Retirement

Retirement effective 7/1/2015 with 28 years of service

Single – Age 58 at retirement

Employee had a total of 27 years of credited service as of the 7 year anniversary of the Freeze Date

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit:****Total Benefit prior to age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 20 = \$1,028.00 \times .752$ (due to age reduction)	=	\$ 773.06
Interim Supplement: $\$36.60 \times 20 =$		\$ 732.00
		<b>\$1,505.06</b>

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 7 = \$359.80 \times .752$ (due to age reduction)	=	\$ 270.57
Interim Supplement: $\$36.60 \times 7 =$		\$ 256.20
		<b>\$ 526.77</b>

(Note: GM is responsible for a portion of the Interim Supplement since the employee is age 58 at the time of retirement and had 27 years of credited service as of the 7 year anniversary of the Freeze Date. GM recognizes this is an 85 point retirement for pension purposes).

**Total to Retiree: \$2,031.83**

**Total Benefit at age 62 and one month:****Delphi Share:**

Basic Benefit: $\$51.40 \times 20 =$	<b>\$1,028.00</b>
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**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 7 =$	<b>\$ 270.57</b>
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**Total to Retiree: \$ 1,298.57**

**Note: This example employee would not be eligible for OPEB in retirement from GM. Employee did not reach retirement eligibility within 7 years of the Effective Date. As of July 1, 2014, employee was age 57 with 27 years of credited service.**

**Example #24- Death of a Delphi Employee**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 26.5 years

Employee continues to work at Delphi for another 6.5 years and then dies while still employed

Date of death 1/1/2014 with 33 years of credited service

Employee deemed to be a 30 & Out Retirement as of the date of death

Age 58 on date of death

Married at least one year as of the date of death- age difference between retiree and spouse within 5 years

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Calculation of Benefit to Surviving Spouse:****Delphi Share:**

Basic Benefit: $\$51.40 \times 26.5 =$	$\$1,362.10$
Less Cost of Surviving Spouse Coverage: $\$51.40 \times 26.5 = \$1,362.10 \times 0.05 =$	<u><math>(\\$ 68.11)</math></u>
Monthly Amount Payable to Retiree:	$\$1,293.99$

**Monthly Amount Payable to Surviving Spouse:**  $\$1,293.99 \times 0.65 =$  **\$ 841.09**

**GM Share: (BG Credited Service)**

Basic Benefit: $\$51.40 \times 6.5 =$	$\$ 334.10$
Less Cost of Surviving Spouse Coverage: $\$51.40 \times 6.5 = \$334.10 \times 0.05 =$	<u><math>(\\$ 16.71)</math></u>
Monthly Amount Payable to Retiree:	$\$ 317.39$

**Monthly Amount Payable to Surviving Spouse:**  $\$317.39 \times 0.65 =$  **\$ 206.30**

**Total to Surviving Spouse:** **\$1,047.39**

**Note:** This example surviving spouse would be eligible for health care from GM since the employee reached retirement eligibility within 7 years of the Effective Date. However, Delphi is responsible for the employee's Basic life insurance benefit since he was still actively employed at the time of death.

**Example #25- Death of a Pre-Retirement Leave Participant (PRP) under the SAP**

Assume Effective Date and Delphi Plan Freeze Date is 7/1/2007

Employee's Credited Service as of 6/30/2007 = 27 years

Employee continues to be on the PRP leave for another 2 years and then dies before reaching 30 years of credited service

Date of death 7/1/2009 with 29 years of credited service

Age 55 on date of death

Employee is not retirement eligible as of the date of death

~~Married at least one year as of the date of death- age difference between retiree and spouse within 5 years~~

Benefit Class Code C

Assumes the benefit rate levels in effect under the 2003 Hourly-Rate Employees Pension Plan

**Delphi is responsible for the entire pension benefit payable to the surviving spouse, the Survivor Income Benefit Insurance (SIBI) benefit, and the Basic life insurance benefit since the employee was still considered employed.**

**Since this employee was not retirement eligible at the time of death, the surviving spouse would not be eligible for any post-retirement health care from GM.**

**ATTACHMENT C**

**UAW-Delphi-GM Special Attrition Program**  
**--Transformation**

1. Delphi and the UAW agree on the following Special Attrition Program -- Transformation (SAP-T) for Delphi employees:
  - a. An attrition program will be run for Delphi employees as follows:
    - i. \$35,000 for normal or early voluntary retirements retroactive to February 1, 2007 but no later than September 1, 2007.
    - ii. 50 & 10 Mutually Satisfactory Retirement (MSR) effective September 1, 2007.
  - b. Any employee with at least 26 and less than 30 years of credited service regardless of age will be eligible for special voluntary placement in a pre-retirement program under the following terms:
    - i. Employees electing this pre-retirement program must be eligible no later than September 1, 2007
    - ii. Employees will retire without additional incentives when they first accrue 30 years of credited service under the provisions of the Delphi Hourly-Rate Employees Pension Plan ("Delphi HRP").
    - iii. The gross monthly wages while in the program will be:

1. 29 years credited service	\$2,900
2. 28 years credited service	\$2,850
3. 27 years credited service	\$2,800
4. 26 years credited service	\$2,750

Wages will be paid weekly on an hourly basis (2,080 hours per year) and will remain at that rate until 30 years of credited service is accrued. Employees will be treated the same as protected status employees with the following exceptions: (1) not eligible for Cost of Living Allowance (COLA); (2) not eligible for vacation pay except as was earned and unpaid prior to the commencement of this Pre-Retirement Program; (3) for purposes of pension benefits, the Benefit Class Code will be determined using the twenty-four month look back period as specified in Appendix A of the Delphi HRP, with said period starting from the last day worked prior to the commencement of the pre-retirement program; (4) for purposes of life insurance, the amount of life insurance will be based on the base rate as of the last day worked prior to the commencement of the pre-retirement program.
  - c. Buy out of \$140,000 for traditional employees with 10 or more years of seniority or credited service or \$70,000 for traditional employees with less than 10 years of seniority to sever all ties with GM and Delphi except any vested pension benefits. Employees will buy-out when their services are no

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**IMPLEMENTATION OF THE SPECIAL ATTRITION PROGRAM --  
TRANSFORMATION IS SUBJECT TO U.S. BANKRUPTCY COURT APPROVAL AND  
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## ATTACHMENT C

longer required but no later than September 15, 2007. An employee electing a buyout whose spouse is employed at Delphi, may, if they meet all plan requirements to do so, be eligible for health care coverage as a dependent pursuant to their spouse's health care program.

- d. An employee may only select one of the options described above.
  - e. Effective October 1, 2007, all Traditional Employees (other than those participating in option 1.b.), both production and skilled trades, not electing an attrition option will become Supplemental Employees consistent with the UAW-Delphi-GM Memorandum of Understanding -Delphi Restructuring.
  - f. Temporary employees will be used as needed to bridge any difficulties arising from the implementation of the Special Attrition Program – Transformation subject to approval of the National parties.
2. GM, the UAW and Delphi agree that any employee electing to retire under options 1.a.i., 1.a.ii, or 1.b. will be treated as a flowback to GM for purposes of retirement ("check the box"). Such employees will be considered a flowback to GM effective the day of retirement for purposes of the U.S. Employee Matters Agreement and all GM, UAW and Delphi agreements governing flowbacks, including this SAP-T. Any employee choosing option 1.b. above will be considered a Delphi employee until they retire. In exchange for eligibility to receive post-retirement health care and life insurance benefits from GM, employees electing to "check the box" will waive any and all rights to post retirement health care and life insurance benefits from Delphi including but not limited to any and all rights to COBRA continuation through Delphi.
  3. The parties acknowledge the following matters regarding the Special Attrition Program - Transformation:
    - a. Delphi's participation in this SAP-T is subject to the approval of the U.S. Bankruptcy Court; which approval Delphi will seek promptly at the next available omnibus hearing. In the event such participation is not allowed by the Bankruptcy Court, GM and the UAW will have no obligations hereunder. GM's obligations hereunder are subject to approval of this SAP-T by the U.S. Bankruptcy Court pursuant to entry of an order that provides for the treatment of GM's claims as described in this SAP-T and is otherwise reasonably satisfactory to GM, Delphi and the UAW based on the prior UAW special attrition program orders approved in Delphi's chapter 11 cases.

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**ATTACHMENT C**

- b. For the avoidance of doubt, any obligations assumed by GM under this SAP-T with respect to OPEB under paragraph 2 above or active health care and life insurance under paragraph 3.d. below shall be conclusively deemed to be comprehended by, included within, and shall constitute a prepetition, general unsecured claim assertable by GM against the estate of Delphi Corporation under the U.S. Employee Matters Agreement (including without limitation, related flowback agreements and the UAW-GM-Delphi Memorandum of Understanding – Benefit Plan Treatment and the UAW-GM-Delphi Flowback Agreements contained in the 1999 and 2003 GM-UAW and Delphi-UAW Contract Settlement Agreements, as amended), Delphi's Agreement dated December 22, 1999 to indemnify GM for its liability under the Benefit Guarantee as if all conditions for the triggering of GM's claim shall have occurred, and Delphi's general indemnity of GM under the Master Separation Agreement. GM agrees to assume and pay OPEB payments to Delphi employees who "check the box" and/or flow back to GM for purposes of retirement, and to pay the amounts due under Paragraph 1 a.i. above. The presumed triggering of GM's claim against Delphi Corporation described above is only for purposes of this SAP-T and does not trigger any contractual claims against either Delphi or GM beyond their respective obligations under this SAP-T.
- c. This SAP-T shall not be subject to abrogation, modification or rejection without the mutual consent of the UAW, GM and Delphi and the order obtained in the Bankruptcy Court by Delphi approving this SAP-T shall so provide. The parties further agree (and the Bankruptcy Court order shall also provide) that this SAP-T is without prejudice to any interested party (including the parties to this SAP-T and the Official Committee of Unsecured Creditors) in all other aspects of Delphi's Chapter 11 cases, including by illustration, Delphi's and GM's respective positions in all commercial discussions and claims matters between them, all collective bargaining matters involving the parties, in any potential proceedings under Sections 1113 and/or 1114 of the Bankruptcy Code with respect to the UAW and under Section 365 of the Bankruptcy Code with respect to GM's contracts with Delphi, in any pension termination proceeding under ERISA and/or the Bankruptcy Code, and all claims administration and allowance matters.
- d. Nothing in this SAP-T shall limit or otherwise modify (a) Delphi's rights under Section 4041 of ERISA, or (b) Delphi's rights under Section 1113 and/or 1114 of the Bankruptcy Code with regard to any obligations which pre-existed this SAP-T (including pre-existing obligations referenced within this SAP-T), such as (by way of illustration only) the obligation to maintain the Delphi HRP or provide retirees or active employees (including employees/retirees participating in the attrition programs contained in this SAP-T) with levels of healthcare or other benefits as

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**IMPLEMENTATION OF THE SPECIAL ATTRITION PROGRAM –  
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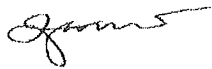
## ATTACHMENT C

specified in pre-existing labor agreements. Under no circumstances shall Delphi freeze the Delphi HRP in a manner that prevents employees in the pre-retirement program described in Paragraph 1. b. above from receiving on-going credited service sufficient to reach 30 years of credited service. Delphi shall provide the same healthcare and life insurance coverage to employees participating in Paragraph 1.b. above that it provides to its other active UAW employees; provided, however, that if Delphi reduces or eliminates such coverage provided to its active UAW employees, GM shall subsidize such coverage provided to employees participating in Paragraph 1.b. above up to the level provided to GM-UAW active employees. Except as otherwise expressly provided herein, nothing in this SAP-T shall limit, expand or otherwise modify the rights or obligations of any party under the Benefit Guarantee between GM and the UAW.

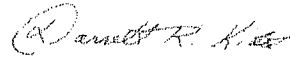
- e. Nothing contained herein shall constitute an assumption of any agreement described herein, including, without limitation any collective bargaining agreement between the UAW and Delphi or any commercial agreement between GM and Delphi, nor shall anything herein be deemed to create an administrative or priority claim with respect to GM or convert a prepetition claim into a postpetition claim or an administrative expense with respect to any party.
- f. For the avoidance of doubt, any employee participating in the Special Attrition Program - Transformation under 1.a.i, 1.a.ii, or 1.b above, who flows back to GM for purposes of retirement ("check the box"), will be eligible to retire in accordance with Sections 3.a.6. and 3.b.6. of the UAW-GM-Delphi Memorandum of Understanding Benefit Plan Treatment ("MOU"). For illustrative purposes, as provided in the MOU, such Delphi employees will be eligible for pro-rata pension benefits as defined in the MOU, including but not limited to eligibility for all basic benefits and supplements. For example, such employees checking the box who have 100% of his/her credited service in the Delphi HRP will receive 100% of their pension benefit from the Delphi HRP.



International Union, UAW



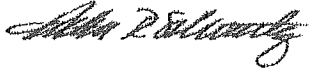
General Motors Corporation



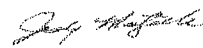
Delphi Corporation



International Union, UAW



General Motors Corporation



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**IMPLEMENTATION OF THE SPECIAL ATTRITION PROGRAM –  
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## ATTACHMENT E

UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
<b>National Agreement Paragraphs</b>						
Introduction	X					
Preface	X					
Agreement [Introductory statement]	X					
Recognition - Para. (1) - (3)	X					
Union Security & Dues Check-Off - Para (4) - (4s)	X					
Orderly Collective Bargaining - Para. (5) - (5a)	X					
Mgt. Non-Discrimination - Para. (6) - (6a)	X					
Union Non-Discrimination - Para. (7)	X					
Management's Rights - Para. (8)	X					
Representation - Para. (9) - (22b)	X					
Job Status - Local Union Officials - Para. (23) - (27)	X					
Grievance Procedure - Para. (28) - (55)	X					
Seniority - Para. (56) - (59)	X					
Seniority Lists - Para. (60) - (61c)	X					
Transfers - Para. (62) - (63)(b)	X					
Loss of Seniority - Para. (64) - (64)(d)	X					
Loss of Seniority - Time-for-Time - Para. (64)(e)	X					
Loss of Seniority - Retirement - Para. (64)(f)	X					
Separation Payment Under SUB Plan - Para. (64)(g)	X					
Reinstatement of Seniority - Para. (64)(h)	X					
Layoff and Rehiring Procedure - Para. (65) - (70)	X					
Equalization of Overtime - Para. (71)	X					
Placement of Workers Comp. Cases - Para. (72)	X					
Exclusions from Seniority Rules - Para. (73)	X					
Seniority Treatment of Co-Ops - Para (73a)	X					
Notification of Address of Record - Para (74)	X					
Lists of Employees & Addresses - Para. (74a)	X					
Shift Preference Agreements - Para. (75)	X					
Disciplinary Layoffs & Discharges - Para. (76) - (77)	X					
Production Standards - Para. (78) - (79)	X					
Call-In Pay - Para. (80)	X					
Working Hours - Std. Work Week - Para (81) - (83)	X					
Working Hours - Straight Time - Para. (84)(a) - (84)(c)	X					
Working Hours - Time & 1/2 - Para. (85)(a) - (85)(c)	X					
Working Hours - Double Time - Para. (86)	X					
Overtime Exceptions - Seven-Day Operations - Para. (87) - (87)(6)				X		Delete Indep. Week reference after 2007; rest still applies
Change in Shift Hours - Para. (88)	X					
Night Shift Premiums - Para (89)	X					
Three-Shift Opers. - Paid Lunch - Para. (89a)	X					
Wage Payment Plans - Para. (90)	X					
(Placeholder – Para. (91) deleted during 1993 negotiations)		X				Paragraph number retained to avoid extensive renumbering
Union Bulletin Boards - Para. (92) - (94)	X					
Establishment of New Plants - Para. (95)	X					
Transfer of Major Operations - Para. (96)	X					
Relocation Allowance - Para. (96a)(1) - Para. (96a)(4)	X					
Wage Scales - Para. (97)	X					
Hiring Rates & Progression - Para. (98) - (98)(5)				X		
Computing Credit Toward Wage Progression - Para. (98)(6)				X		Revise 156 weeks, max. base rate & Indep. Week (after 2007); rest applies
Wage Rate upon Rehire - Para. (98)(b)				X		Concepts apply, but new employees progress to "Floor Rate"



## ATTACHMENT E

UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Skilled Trades Exclusion - Para. (99)	X					
Wages of Skilled Trades Hired in Secondary Plant - Para. (99a)	X					
Local Wage Agreements - Para. (100)	X					
General Wage Increases - Para. (101)(a)(1) - Para. (101)(a)(2)				X		Note re: "wage rule" classifications would still apply
Skilled Trades Tools Allowance Adjustment - Para. (101)(a)(3)		X				One-time adjustment in 2003
Performance Bonus - Para. (101)(b)				X		Methods of calculation would still apply; skilled trades not covered
Performance Bonus (Retirement or Death) - Para. (101)(b)(1) - (101)(b)(2)	X					
Base Rate Increases - Para. (101)(c)				X		
Cost of Living Allowance - Para. (101)(d) - (101)(f)		X	X			No ongoing COLA under new Supplement
New Jobs - Para. (102) - (102)(a)	X					
Leaves of Absence - Para. (103) - (105a)	X					
Leaves of Absence - Sick Leave - Para. (106)	X					
Leaves of Absence - Para. (107) - (111)(b)	X					
Return from Leave - No Work Available - Para. (111)(c)	X					
Leaves of Absence - Para. (112) - (114)	X					
Strikes, Stoppages & Lockouts - Para. (115) - (118)	X					
Skilled Trades - Apprentices - Para. (119) - (127)(f)	X					
Pre-Apprentice Counseling - Tuition Assistance - Para. (127)(g)		X	X			No Tuition Assistance under Supplement
Skilled Trades - Apprentices - Para. (127)(h) - (150)	X					
Apprentice Wage Rates - Para. (151)				X		Future increases per Supplement, including Rate Schedules; will need to be done each year - send letter to Union when increase known
Skilled Trades Vacancies - Para. (152) - (154)	X					
Employees-in-Training (EIT and EITS) - Para. (155) - (162)	X					
Wage Rates of Employees-in-Training - Para. (163) - (164)				X		Future increases per Supplement, including Rate Schedules; will need to be done each year - send letter to Union when increase known
EIT Transfer to Other Skilled Classifications - Para. (165)	X					
Reclassification to Jryn Status & Seniority Rights - Para. (166) - (177)	X					
Definition of Jryn. - Para. (178) - (178a)	X					
Model Change/Plant Rearrangement - Para. (179)	X					
Related Training - EIT - Para. (180)(a) - (180)(e)	X					
Maintenance Helpers - Para. (181)	X					
Wage Rate upon Reclassification to EITS/Jryn - Para. (181a)	X					
Local Agreements - Para. (181b)	X					
Lines of Demarcation - Para. (182)(a) - (182)(d)	X					
Subcontracting - Para. (183)(a) - (183)(e)	X					
Vacation Entitlement - Para. (184) - (190)				X		Drop reference to Indep. Week in Para. (189) after 2007; rest unchanged
Vacation Entitlement Hours - Para. (191)				X		Vacation capped at 160 hours under Supplement
Vacation Entitlement - Para. (192) - (201)	X					
Vacation Time Off Procedure - Para. (202)	X					
Independence Week - Para. (202a)		X	X			No Independence Week Pay under Supplement
Plant Vacation Shutdown Week (202b)	X					
Notification of Operations Scheduled to Run - Para. (202c)	X					Drop reference to Indep. Week after 2007; remainder unchanged
Independence Week Pay & Additional Time Off - Para. (202d) - (202g)		X	X			No Indep. Week pay or ATO days after 2007
Scheduling Vacation Time Off - Para. (202h) - (202j)	X					
Vacation Pay & Advance Vacation Pay - Para. (202k) - (202m)(3)	X					
Holidays - Para. (203)				X		Will adopt GM holidays through 9/14/11
Holiday Pay - Para. (203)(1) - (203b)	X					
Weekends during Christmas Holiday Period - Para. (203c)				X		Will adopt GM dates through 9/14/11
Holiday Pay - Para. (204) - (213a)(b)	X					
Smoking Rules - Para. (214)	X					

## ATTACHMENT E

UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Supervisors Working - Para. (215)	X					
Reports of Physical Exams - Para. (216)	X					
Pay Procedures - Para. (217)	X					
Jury Duty Pay - Para. (218)	X					
Short-term Military Duty Pay - Para. (218a)	X					
Bereavement Pay - Para. (218b)	X					
Limitations on Local Negotiations - Para. (219)	X					
Supremacy of National Agreement - Para. (220)	X					
Termination of Local Agreements - Para. (221)	X					
No Retroactivity - Para. (222)	X					
Duration of Agreement & Notification Procedures - Para. (223)				X		Insert new termination date; rest unchanged
Benefit Plans - Para. (224)				X		Drop references to GIS and Legal Services Plans -- Under discussion
Waiver - Para (225)	X					
Partial Invalidity - Para (226)	X					
Separability - Para. (227)	X					
<b>National Agreement Appendices</b>						
Appendix A - MOU Employee Placement				X		Only sections specified in Supplement continue to apply; Modified Supplement adds transfer rights to other Delphi plants
Appendix B - Date of Entry Status - Apprentices & EIT's	X					
Appendix C - Calculation of Skilled Trades Seniority	X					
Appendix D - Interpretation of Para. (4) thru (4c) and Para. (57)	X					
Appendix F - Utilization of ST Maintenance Employees	X					
Appendix F-1 - Subcontracting Skilled Trades Work	X					
Appendix F-2 - Para. (42a)(2) Procedure Issues	X					
Appendix H - Selection of EIT's	X					
Appendix I - Special Skilled Trades Representative	X					
Appendix K - MOU Job Security (JOBS) Program		X	X			Does not apply to employees covered by Supplement
Appendix L - Sourcing	X					Parties to work on costing criteria
<b>National Agreement Memoranda of Understanding</b>						
MOU - WEMR Classification	X					
MOU - Overtime	X					
MOU - Work Centers	X					
MOU - Joint Activities				X		No joint funds; Joint administration at local level
MOU - Human Resource Development				X		No joint funds; Joint administration at local level
MOU - Tuition Assistance Plan		X	X			No funding or participation after effective date of Modified Supplement
MOU - Voluntary Political Contributions	X					
MOU - Delphi Corporation		X	X			Enabling language for Supplement; completed in 2004
<b>National Agreement Documents</b>						
Doc. 1 - Interpretation of Time & One-Half - Short Shift Case	X					
Doc. 2 - Interpretation of Working Hours Section - Delayed Sun. Start	X					
Doc. 3 - Interpretation of Working Hours Section - Double Time Case	X					
Doc. 4 - Interpretation of Wkg. Hours Section - Protracted Work Period	X					
Doc. 5 - Relieving Employee for Committeeman Discussion	X					
Doc. 6 - Union Racks - Official Publications	X					
Doc. 7 - MOU - Health & Safety				X		No joint funds; Joint administration at local level
Doc. 7 - MOU - Health & Safety - Sec. VI (H&S Representatives)	X					
Doc. 7 - MOU - Health & Safety - Attachment "A"				X		No joint funds; Joint administration at local level
Doc. 8 - MOU - Special Procedure for Attendance	X					

## ATTACHMENT E

UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Doc. 9 - Enhancement of Component & Service Parts Operations	X					
Doc. 10 - JOBS Program - Volume-Related Layoffs		X	X			No JOBS Program under Supplement
Doc. 11 - Full Utilization of Protected Employees		X	X			No JOBS Program under Supplement
Doc. 12 - Growth & Opportunity Committee	X					
Doc. 13 - Plant Closing and Sale Moratorium				X		
Doc. 14 - Divisional Health & Safety	X					
Doc. 15 - Temporary Openings				X		No Local JOBS Committee; change to Key Four
Doc. 16 - Purchasing Activity Communication	X					
Doc. 17 - Exchange of Views	X					
Doc. 18 - Financial Secretaries - Dues Check-Off	X					
Doc. 19 - Financial Secretaries - Temporary Delay of Dues Check-Off	X					
Doc. 20 - Apprentice Placement - Closed Plants or Discontinued Prog.	X					
Doc. 21 - Memo of Joint Commitment - Employee Placement	X					
Doc. 22 - Notice of Anticipated Recall	X					
Doc. 23 - Employee Rating Forms	X					
Doc. 24 - Representation During Management Meetings	X					
Doc. 25 - Closed Plants Policy - Vacation Pay	X					
Doc. 26 - Prior Seniority - Vacation Pay	X					
Doc. 27 - MOU Regarding Drug Testing				X		Delete reference to National Work/Family Committee; rest applies
Doc. 28 - Drug Testing - Federally Mandated	X					
Doc. 29 - Personnel Practices	X					
Doc. 30 - Delphi EEO Policy	X					
Doc. 31 - Equal Application Committee - National and Local	X					
Doc. 32 - Delphi Policy re: Employment of Individuals with Disabilities	X					
Doc. 33 - Delphi Policy re: Disabled Veterans & Vietnam Era Veterans	X					
Doc. 34 - Review Personnel Records	X					
Doc. 36 - Paid Educational Leave		X	X			No funding or participation after effective date of Modified Supplement
Doc. 37 - Resource & Referral - Work/Family Program				X		No joint funds; Crit. Incident & Workplace Violence remain
Doc. 38 - Orientation Program	X					
Doc. 39 - MOU - Employee Assistance Program				X		No joint funds; Joint administration at local level
Doc. 40 - MOU - Quality Network & Attachments A - D				X		No joint funds; Joint administration at local level
Doc. 41 - Commitment to Diversity	X					
Doc. 42 - Paragraph 64(e) Extension	X					
Doc. 43 - Career Development Program				X		No joint funds; Crit. Incident & Workplace Violence remain
Doc. 44 - Expeditious Grievance Handling - Delphi to UAW	X					
Doc. 45 - Expeditious Grievance Handling - UAW-Delphi	X					
Doc. 46 - Joint Program Representatives				X		Funding and participation in some programs discontinued under Supp.
Doc. 47 - Temporary Employees	X					
Doc. 48 - Arbitration Letter	X					
Doc. 49 - Management Representatives in Disciplinary Interview	X					
Doc. 50 - Holiday Pay and Disciplinary Layoffs	X					
Doc. 51 - Discipline for Garnishments	X					
Doc. 52 - Reinstatement of Grievances	X					
Doc. 53 - Furnishing Work Elements - Standards Cases	X					
Doc. 54 - Employee Transfer or Re-Assignment	X					
Doc. 55 - Implementation of Production Standards Settlements	X					
Doc. 56 - Relief Time - Certain Operations	X					
Doc. 58 - Subcontracting - Implementation of Para. (183)(d)	X					
Doc. 60 - Pre-Apprentice Training	X					
Doc. 61 - Apprentice Committee Members - Management Expertise	X					
Doc. 62 - Apprentice Testing and the Local Apprentice Committee	X					

## ATTACHMENT E

UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Doc. 63 - Job Security - Apprentice Training & Jryn. Development	X					
Doc. 64 - Apprentice Work Assignments	X					
Doc. 65 - Related Training Bonus	X					
Doc. 66 - Layoffs - Apprentices and EIT's	X					
Doc. 67 - Conversion to Metric System	X					
Doc. 68 - Administration of Para. (178)	X					
Doc. 69 - Para. (63)(a) - State Labor Protective Laws	X					
Doc. 70 - Transfers and Promotions - Local Suspension	X					
Doc. 71 - Para. (63)(a)(2) - Definition of "Within the Plant"	X					
Doc. 72 - Para. (63)(a)(2) - Filing for a Single Classification	X					
Doc. 73 - Union Work Centers	X					
Doc. 74 - Center for Benefit Plans and H&S Representatives	X					
Doc. 75 - Facilities for Union Members of Local Apprentice Comm.	X					
Doc. 76 - Space & Furnishings for Benefit, H&S and Appr. Comm.	X					
Doc. 77 - Local Union Presidents	X					
Doc. 78 - Anticipated Termination of Sick Leaves	X					
Doc. 79 - Changes in Established Shift Hours or Lunch Periods	X					
Doc. 80 - Christmas Holiday Period	X					
Doc. 81 - Federal Income Tax Withholding	X					
Doc. 82 - Major Plant Rearrangement - Advance Discussion	X					
Doc. 83 - Overtime Policies	X					
Doc. 84 - Weather Conditions & Riot Letter	X					
Doc. 85 - Innovative Wage Structure	X					
Doc. 86 - Modification to Paragraph (69)	X					
Doc. 87 - COLA Calculation		X	X			No COLA under new Supplement
Doc. 88 - Transfer Provisions - Joint & Benefit Representatives	X					
Doc. 89 - SEL and Sourcing - Expenses				X		Delete references to SEL administration / Job Security
Doc. 90 - Personal Privacy	X					
Doc. 91 - Sale of Business	X					
Doc. 92 - Up-Front Lump Sum Payment		X				One-time payment in 2003
Doc. 93 - Bereavement - Vacation with Pay	X					
Doc. 94 - Holidays Occurring During an Approved Vacation	X					
Doc. 95 - Grievance Procedure	X					
Doc. 96 - "Cooling Off" Period	X					
Doc. 97 - Promotions - Para. (63)	X					
Doc. 98 - Subcontracting Communications	X					
Doc. 99 - Delphi Policy Regarding Sexual Harassment	X					
Doc. 100 - Warranties	X					
Doc. 101 - COLA Calculation Conversion		X	X			No COLA under new Supplement
Doc. 102 - Tuition Assistance Program - College Recognition		X	X			No Tuition Assistance under new Supplement
Doc. 103 - Joint Programs Television Communications Service		X	X			No funding or participation after effective date of Modified Supplement
Doc. 104 - Movement of Work - Advance Notice	X					
Doc. 105 - Health & Safety Representatives - Role and Responsibility				X		No funding by National Joint Committee
Doc. 106 - Skill Centers - Training in Plant				X		No joint funds; Joint administration at local level
Doc. 107 - Training of Individuals with Disabilities	X					
Doc. 108 - Work/Family Program				X		No funding or participation after effective date of Modified Supplement, except retain Dependent Care Spending Acct.
Doc. 109 - Pre- and Post-Retirement Programs		X	X			No funding or participation after effective date of Modified Supplement
Doc. 110 - Dislocated Workers (Pre-Post Layoff Services)		X	X			No funding or participation after effective date of Modified Supplement
Doc. 111 - Special Assignment - Overtime	X					Note: Error in current language - should refer to App. A-X
Doc. 112 - Work Assignments - Skilled Trades	X					

## ATTACHMENT E

UAW Agreement Check-Off List  
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Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Doc. 113 - EDS Work Assignments	X					
Doc. 114 - EAP - Early Intervention	X					
Doc. 115 - POW/MIA Flags	X					
Doc. 116 - Overtime	X					
Doc. 117 - JOBS Program - Voluntary Retirement Leaves		X	X			No JOBS Program under new Supplement
Doc. 118 - Attritional Credit - Unique Situations		X	X			Appendix K does not apply to employees covered by Supplement
Doc. 119 - Flying UAW Flag at Delphi Facilities	X					
Doc. 120 - Coordination of Sourcing Evaluations	X					
Doc. 121 - ADAPT Program		X	X			No funding; participation & administration for local discussion
Doc. 122 - Metal Removal Fluids	X					
Doc. 123 - Joint Activities Funds		X	X			No funding after effective date of Modified Supplement
Doc. 124 - Employee Social Security Numbers	X					
Doc. 125 - Compliance with FMLA	X					
Doc. 126 - Procedure to Correct Pay Shortages	X					
Doc. 127 - Sourcing Evaluation	X					
Doc. 128 - Retirees - Fitness Centers		X	X			No funding or participation after effective date of Modified Supplement
Doc. 129 - Retiree Tuition Assistance Plan		X	X			No Tuition Assistance under new Supplement; No funding or participation after effective date of Modified Supplement
Doc. 130 - Scholarship Program for Dependent Children		X	X			No funding or participation after effective date of Modified Supplement
Doc. 131 - Supplier Corporate Citizenship	X					
Doc. 132 - Transition Centers - Joint Programs		X	X			No funding or participation after effective date of Modified Supplement
Doc. 133 - Collective Bargaining Agreement Training Program		X	X			No funding or participation after effective date of Modified Supplement
Doc. 134 - Working on a Holiday - Vacation Entitlement Conversion	X					
Doc. 135 - Plant Seniority - Vacation Entitlement Eligibility	X					
Doc. 136 - Independence Week Shutdown Layoff		X	X			No Independence Week Shutdown after 2007
Doc. 137 - Individual Work Schedules - Indep. Week & Vac. Shutdown				X		Delete reference to Independence Week after 2007; remainder applies
Doc. 139 - Near Miss Accidents	X					
Doc. 140 - Product Development and Transformation	X					
Doc. 141 - Paragraph (69) Administration	X					
Doc. 143 - Implementation of Para. (76a)	X					
Doc. 144 - Temporary Employees	X					Note: Error in current language - should refer to App. A-X
Doc. 145 - Processing of Grievances	X					
Doc. 146 - Wage Progression	X					
Doc. 147 - Payroll Related Matters	X					
Doc. 148 - DMS Relationship to Quality Network Process	X					
Doc. 149 - Outside Vendors	X					
Doc. 150 - Pedestrian / In-Plant Vehicle Team	X					
Doc. 151 - Pre-Production Operations - Doc. 10		X	X			No JOBS Program under new Supplement
Doc. 152 - Tool Room Operations	X					
Doc. 153 - New Work Opportunities	X					
Doc. 154 - Undercover Agents	X					
<b>Contract Settlement Agreement Terms</b>						
Para. 1 - New National Agreement				X		Additional Paragraphs changed by 2004 & 2007 Supplements
Para. 2 - Unchanged Paragraphs				X		Additional Paragraphs changed by 2004 & 2007 Supplements
Para. 3 - Amendments, Additions, Substitutions and Deletions				X		Additional Paragraphs changed by 2004 & 2007 Supplements
Para. 4 - Personal Relief for Certain Employees	X					
Para. 5 - Union Bulletin Boards & Publication Racks	X					
Para. 6 - Indemnity Agreement	X					
Para. 7 - Miscellaneous Agreements				X		Continue in effect except as modified by 2004 & 2007 Supplements
Para. 8 - Grievances Under Old Agreement	X					



## ATTACHMENT E

UAW Agreement Check-Off List  
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Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Para. 9 - Local Agreements				X		
Para. 10 - Hiring Rates				X		Hiring rates and progression modified by new Supplement
Para. 11 - National Agreement Changes and/or Waivers	X					
Para. 12 - Local Issues Strikes	X					
Para. 13 - Related Supplemental Agreements				X		GIS eliminated; Pension freeze; OPEB termination
Para. 14 - Life and Disability Benefits Program & Health Care Prog.				X		OPEB terminated
Para. 15 - Personal Savings Plan				X		Coverage as modified by Supplement
Para. 16 - Eff. Date of Life & Disability Benefits Program				X		Coverage as modified by Supplement
Para. 17 - Corporation-Union Committee on Health Care Benefits		X				Funding period expires four years from effective date
Para. 18 - Funding - Growth & Opportunity Committee		X	X			No funding
Para. 19 - Funding: Health & Safety Activities		X	X			No funding after effective date of Modified Supplement
Para. 20 - Wages Earned Definition	X					
Para. 21 - Statement on Technological Progress	X					
Para. 22 - Apprentice Safety Training	X					
Para. 23 - Group Legal Services Plan		X	X			
Para. 24 - Employee Benefit Plans and Programs				X		
Para. 25 - UAW-GM-Delphi Flowback Agreement				X		
Para. 26 - Center for Human Resources		X	X			No funding or participation after effective date of Modified Supplement
Para. 27 - Ratification and Effective Date	X					
Para. 28 - New Vehicle Purchase Program	X					
Para. 29 - Service Parts Purchase	X					
Para. 30 - Counterpart Signatures	X					
<b>Supplemental Agreements Attached as Exhibits</b>						
Supplemental Agreement - Pension Plan (Exhibit A)				X		DB Plan frozen
Supplemental Agreement - Life & Disability Benefits Program (Exhibit B)				X		Coverage per 2004 Supplemental Agreement
Supplemental Agreement - Health Care Program (Exhibit C)				X		Coverage per 2004 Supplemental Agreement
Supplemental Agreement - SUB Plan (Exhibit D)				X		Coverage per 2004 Supplemental Agreement
Supplemental Agreement - GIS (Exhibit E)		X	X			GIS Plan eliminated
Supplemental Agreement - Profit Sharing Plan (Exhibit F)	X					
Supplemental Agreement - Personal Savings Plan (Exhibit G)				X		Coverage per 2004 Supplemental Agreement
Supplemental Agreement - Legal Services Plan (Exhibit I)		X	X			Legal Services Plan eliminated
<b>2004 Supplemental Agreement</b>						
Preamble	X					
Article 1 - Duration	X					
Article 1 - Applicability				X		After 10/1/07 will also apply to Traditional Employees who Buy Down
Article 1 - Seniority and Transfers	X					
Article 1 - Wage and Classification Groupings				X		New progression, COLA eliminated, annual wage increases added
Article 1 - Vacation Entitlement	X					
Article 1 - Independence Week Period	X					No Independence Week after 2007
Article 1 - Memorandum of Joint Activities and Legal Services	X					
Article 1 - Doc.38 - Orientation Program	X					
Article 1 - Benefit Plans	X					
Article 1 - Preferential Hiring Opportunities at GM Plants		X	X			New Supplement defines flowback & hiring opportunities
Article 1 - Appendix A				X		Transfers to other Delphi Keep plants added
Article 1 - Appendix K	X					Appendix K does not apply under Supplemental Agreement
Article 2 - Capital Investments & New Product Allocation	X					
Article 2 - GM Business				X		Outdated; Attachments A & A-1 deal with programs
Article 2 - Supervisory Staffing	X					
Article 2 - Equivalence of Sacrifice	X					

## ATTACHMENT E

UAW Agreement Check-Off List  
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Article 2 - Local Operating Practices	X					
Article 2 - Flowback to GM Facilities				X		New Supplement defines flowback & hiring opportunities
Article 2 - Enhanced Retirement and Separation Incentives				X		Commitment completed; Terms negotiated as part of New Supplement
Article 2 - Document 13	X					Clarify that Document 13 does not extend beyond 9/14/11
Article 3 - Scope	X					
Article 3 - Compliance - Dispute Resolution	X					
Attachment A - Supplemental Agreement Wage Structure				X		Extended by GM, insert new date
Attachment B - Supplemental Agreement Benefit Plans				X		Extended by GM, insert new date
<b>Miscellaneous Documents</b>						
1999 Benefits MOU				X		Certain provisions need to be deleted
9/29/99 Letter re: "Post-2003 Delphi Agreement" ("The Mirror Letter");		X				
2001 MOU on CHR Expenses (23%)		X	X			No funding or participation after effective date of Modified Supplement
<b>Unpublished Letters &amp; Documents - 2003 National Agreement</b>						
Verbal Agreement - Hiring Requirements/Doc. 46 Representation		X	X			No hiring requirements under Modified Supplement
Unpublished Letter - Additional Funding		X	X			No funding after effective date of Modified Supplement
Unpublished Letter - Neutrality	X					
Unpublished Letter - Skilled Trades/Indirect Labor Audits				X		No job security provisions under Supplement
Unpublished Letter - Special Active Duty - Armed Service	X					
Unpublished Letter - Union Membership Dues	X					
Excerpt - Data & Information	X					
Excerpt - Adapt Audit, Implementation & Training Curriculum		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Compliance Report Review & bi-annual meeting		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Tooling or Work Transferred between Plants	X					
Excerpts - Timely Job Offers	X					
Excerpt - Job Swaps	X					
Excerpt - Access to Local Joint Fund Screens		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Electronic Joint Fund Requests		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Access to Employee Discipline Record	X					
Excerpt - Expeditious Handling of Grievances	X					
Excerpt - Grievance Procedure - Full Disclosure	X					
Excerpt - Grievance Procedure - Paragraph (20)	X					
Excerpt - Paragraph (21a) and (21b) - Representation across shifts	X					
Excerpt - Para.(108) Conversion to Para. (106) - Tracking credited service	X					
Excerpt - Secondary Ergonomic Analysis Tools				X		No joint funds; Joint administration at local level
Excerpt - Design-in - Early JETT Involvement				X		No joint funds; Joint administration at local level
Excerpt - Industrial Hygiene Activities				X		No joint funds; Joint administration at local level
Excerpt - Ergonomics Technicians Computer Equipment				X		No joint funds; Joint administration at local level
Excerpt - High Efficiency Filtration in Air Houses				X		No joint funds; Joint administration at local level
Excerpt - Measuring Effectiveness of Joint Ergonomics Programs				X		No joint funds; Joint administration at local level
Excerpt - New Processes and Technological Advances				X		No joint funds; Joint administration at local level
Excerpt - Ergonomics Evaluation Process for ST Jobs				X		No joint funds; Joint administration at local level
Excerpt - Testing for Confined Space Entry				X		No joint funds; Joint administration at local level
Excerpt - H&S Issue Resolution Procedure				X		No joint funds; Joint administration at local level
Excerpt - Hearing Protection Equipment Pilot				X		No joint funds; Joint administration at local level
Excerpt - ST Safety Awareness & Powered Vehicle Safety Issues				X		No joint funds; Joint administration at local level
Excerpt - Emergency Response Teams and Joint H&S Audit Process				X		No joint funds; Joint administration at local level
Excerpt - Fitness Center Needs Analysis		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Use of Probationary Employees for Production Standards	X					
Excerpt - Personal Privacy & Disclosure	X					

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Excerpt - Paragraph (215) Violations	X					
Excerpt - AOL Subsidy & Other Employee Discounts				X		AOL discontinued; other non-subsidized discounts continue
Excerpt - Paid Educational Leave (PEL)		X	X			No National PEL under Supplemental Agreement
Excerpt - Pre/Post Retirement Program		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Changing Shift Hours & Lunch Periods	X					
Excerpt - Acquiring Seniority - Time Lost for Bereavement	X					
Excerpt - Proposed Plant Consolidation	X					Complete
Excerpt - Quality Network Budget Planning & Funding				X		No joint funds; Joint administration at local level
Excerpts from the Minutes - Quality Network Planned Maintenance				X		No joint funds; Joint administration at local level
Excerpt - Quality Network - Internal Communications Process				X		No joint funds; Joint administration at local level
Excerpt - Quality Network Action Strategies Review & Update				X		No joint funds; Joint administration at local level
Excerpt - Quality Network Suggestion Plan Review				X		No joint funds; Joint administration at local level
Excerpt - Quality Network Suggestion Plan Administration Letter				X		No joint funds; Joint administration at local level
Excerpt - Reissue MAXIMO Help Desk letter				X		No joint funds; Joint administration at local level
Excerpt - QN Representative Training Guidelines				X		No joint funds; Joint administration at local level
Excerpt - Simulated Work Environment				X		No joint funds; Joint administration at local level
Excerpt - Skilled Trades Supervisory Experience	X					
Excerpt - Joint Training Funds to Support Skilled Trades		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Maintenance of Tool, Die & Engrg. Room Equipment	X					
Excerpt - Doc #63 Retraining - Tool Allowance	X					
Excerpt - Apprentice Placements & Training Plans/Rotations	X					
Excerpt - Working Alone "High Risk" Job Assignment	X					
Excerpt - H&S Training Schedule for Apprentices & EIT's	X					
Excerpt - "Normal Warranty"	X					
Excerpt - Balancing Doc. 63 Placement vs. Apprentices	X					
Excerpt - Tool List for Apprentices	X					
Excerpt - Changes in Licensing or Certification Ordinances	X					
Excerpt - Special Skilled Trades Representation	X					
Excerpt - Software Changes and Program Modifications	X					
Excerpt - Re-testing Apprentice Applicants	X					
Excerpt - Tool Box at Time Apprentice Indentured	X					
Excerpt - Workspace for Union Members of Local Apprentice Committee	X					
Excerpt - Decision to Initiate Apprentice Program	X					
Excerpt - Applicants for Pre-Apprentice Training Program	X					
Excerpt - Planned/Predictive Maintenance Training Guide	X					
Excerpt - Doc #63 Demographic Studies & Needs Analysis	X					
Excerpt - Tool Allowance EIT Program	X					
Excerpt - Rate Progression Inequity - Division I vs. Apprentice	X					
Excerpt - Additional Tool Allowance for Apprentices	X					
Excerpt - Repair Work on Leased/Rented Equipment	X					
Excerpt - Attrition in Non-Apprenticeable Classifications	X					
Excerpt - Precision Toolbox for Jryn Being Retrained	X					
Excerpt - Updating Sourcing Database	X					
Excerpt - On-Line Training Module for Appendix L	X					
Excerpt - Performing Identical or Nearly Identical Work	X					
Excerpt - Sourcing - Plant Audits	X					
Excerpt - Appendix L - Calculation of Employee Impact	X					
Excerpt - Training & Retraining - Review and Re-evaluation				X		No joint funds; Joint administration at local level
Excerpt - List of Training Contacts	X					
Excerpt - Tuition Assistance Plan & W-2 Forms for Retirees		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Addressing Unwarranted Absenteeism	X					



## ATTACHMENT E

UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Excerpt - Wage Inequity Fund	X					
Excerpt - Explanation of Overpayment Recovery	X					
Excerpt - Childcare Needs		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Panic Buttons & Fax Machines - Work/Family offices	X					Complete
Excerpt - EAP Process Audit				X		No joint funds; Joint administration at local level
Letter - Sourcing Pipeline	X					
Special Minutes - Employee Placement		X	X			No GM to Delphi flow under Modified Supplemental Agreement
<b>Unpublished Letters &amp; Documents - 1999 National Agreement</b>						
Letter & MOU - Post-2003 Delphi Agreement ("Mirror Agreement")		X			X	
Letter - Undercover Agents		X				Now covered by 2003 Document 154 (ongoing)
Letter - Delphi Automotive Systems Selection Process	X					Complete; AON Selection Process discontinued
Unpublished Letter - Equal Application Training	X					Complete; no funding after effective date of Modified Supplement
Excerpt - Apprentice Tool List	X					Repeated in 2003 as unpublished excerpt
Excerpt - Special Skilled Trades Representation	X					Repeated in 2003 as unpublished excerpt
Excerpt - Decision to Initiate Apprentice Program	X					Repeated in 2003 as unpublished excerpt
Excerpt - Tool Box at Time Apprentice Indentured	X					Repeated in 2003 as unpublished excerpt
Excerpt - Re-testing Apprentice Applicants	X					Repeated in 2003 as unpublished excerpt
Excerpt - Work/Family Matters & Needs Analysis				X		Dependent Care Spending Acct. remains; rest no longer applies
Excerpt - Transition center participation		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - EAP & Other Work/Family matters				X		No joint funds; Joint administration at local level
Excerpt - Access to Local Joint Fund Screens		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - CHEMISTRI Database for Tracking Chemicals		X				Replaced by MSDSNET; see 2003 unpublished excerpt
Excerpt - Quality Network Common Agenda	X					
Excerpt - Contractor Safety	X					
Excerpt - Costing Criteria for Sourcing Decisions	X					
Excerpt - Testing for Confined Space Entry	X					Repeated in 2003 as unpublished excerpt
Excerpt - Doc #63 Demographic Studies & Needs Analysis	X					Repeated in 2003 as unpublished excerpt
Excerpt - Discipline for Insubordination & Leaving Plant without Permission	X					
Excerpt - Tool Allowance EIT Program	X					Repeated in 2003 as unpublished excerpt
Excerpt - Diversity Training Modules				X		No joint funds; Joint administration at local level
Excerpt - Mfg. Engineering Ergonomics Guidelines				X		No joint funds; Joint administration at local level
Excerpt - Ergonomics Job Analysis & Other Matters				X		No joint funds; Joint administration at local level
Excerpt - Plans for Evacuation & Taking Shelter	X					Complete
Excerpt - Drug & Alcohol Testing	X					
Excerpt - Worldwide Facilities Group & Competitive Indirect Labor Practices	X					
Excerpt - Aisle Widths	X					
Excerpt - Health and Safety Training				X		No joint funds; Joint administration at local level
Excerpt - Maintenance of Safety-Related Equipment				X		No joint funds; Joint administration at local level
Excerpt - Transfer of Medical Records, Ergo Tools & ST superv. Training	X					Complete
Excerpt - Emergency Medical Response Teams	X					Complete
Excerpt - Quality Network - Internal Communications Process	X					Repeated in 2003 as unpublished excerpt
Excerpt - Childcare Needs		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Quality Network Mfg. System Training	X					
Excerpt - Workspace for Union Members of Local Apprentice Committee	X					Repeated in 2003 as unpublished excerpt
Excerpt - Changes in Licensing or Certification Ordinances	X					Repeated in 2003 as unpublished excerpt
Excerpt - Health & Safety Suggestion Awards				X		No joint funds; Joint administration at local level
Excerpt - Meetings with Mfg. Managers re: Training Issues				X		No joint funds; Joint administration at local level
Excerpt - New Hire Orientation H&S Training	X					Complete
Excerpt - Calculating Employee Impact Under Appendix L	X					
Excerpt - Occupational Exposure Guidelines	X					Complete

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UAW Agreement Check-Off List  
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Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Excerpt - Vendors Operating on Site	X					
Excerpt - Para. 96 Moves Coordinated Through National Parties	X					
Excerpt - National PEL		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Comprehensive Training Program				X		No joint funds; Joint administration at local level
Excerpt - Use of Probationary Employees for Production Standards	X					Repeated in 2003 as unpublished excerpt
Excerpt - Movement of Specified Holidays - National Party Approval	X					
Excerpt - 1996 Planned/Predictive Maintenance Training Guide	X					Complete
Excerpt - Pre-Post Retirement		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Applicants for Pre-Apprentice Training Program	X					Repeated in 2003 as unpublished excerpt
Excerpt - Time off Job for Training	X					
Excerpt - Pay for Pre-Post Retirement Trainers		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Retiree Tuition Assistance at Closed Plants		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Health Information System (HIS) & Reports	X					
Excerpt - Repair Work on Leased/Rented Equipment	X					Repeated in 2003 as unpublished excerpt
Excerpt - Balancing Doc. 63 Placement vs. Apprentices	X					Repeated in 2003 as unpublished excerpt
Excerpt - Software Changes and Program Modifications	X					Repeated in 2003 as unpublished excerpt
Excerpt - Skill Center Internet Access & On-Line College Courses				X		No joint funds; Joint administration at local level
Excerpt - Review of Training Manual Specifications for New Equipment				X		No joint funds; Joint administration at local level
Excerpt - Doc #63 Retraining - Tool Allowance	X					Repeated in 2003 as unpublished excerpt
Excerpt - Skill Development and Training System Rollout				X		No joint funds; Joint administration at local level
Excerpt - Meeting with Purchasing re: training issues		X				Complete; No funding or participation after effective date of Mod. Supp.
Excerpt - Adequacy of Plant Training Facilities				X		No joint funds; Joint administration at local level
Excerpt - Deduction of Payroll Taxes from Dependent Scholarship Grants		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Dependent Scholarship Eligibility in Divorce Cases		X	X			No funding or participation after effective date of Modified Supplement
Letter - Collection of Union Membership Dues Paragraph 4(s)	X					Complete
Excerpt - Rate Progression Inequity - Division I vs. Apprentice	X					Repeated in 2003 as unpublished excerpt
Excerpt - "Normal Warranty"	X					Repeated in 2003 as unpublished excerpt
Excerpt - Recovery of Overpayments - Amount of Installments	X					
Excerpt - Wage Inequity Fund	X					Repeated in 2003 as unpublished excerpt
Letter - Training for New Processes & Launches				X		No joint funds; Joint administration at local level
Letter - Seniority of 109(a) Leaves After Delphi Spin-Off	X					
Letter - Deleting references to Certain dates	X					
Letter - Wage Progression Credit - Vac Shutdown Following Week	X					
Letter - Near Miss Incidents	X					
Letter - Neutrality	X					
Letter - Retain Shift Premium During In-Plant Training	X					
Letter - Special Activity Duty Armed Forces	X					Repeated in 2003 as unpublished letter
Letter - Calculation of Net Sourcing for Supplier Sourcing Decisions	X					Complete
Excerpt - Additional Tool Allowance for Apprentices	X					Repeated in 2003 as unpublished letter
Excerpt - Spouses and Dependent Children Utilizing Area Centers		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Design-In H&S Specifications	X					Complete
Letter - Deleted GM-UAW Documents	X					Complete
<b>Unpublished Letters &amp; Documents - 1996 National Agreement</b>						
Letter - Baseline Secured Employment Level Adjustments		X	X			Appendix K does not apply under Supplemental Agreement
Unpublished Letter - Employees with Automatic SEL Protection		X	X			Appendix K does not apply under Supplemental Agreement
Excerpt - ACE Benchmarking of Tuition Assistance Program		X	X			No Tuition Assistance under Supplemental Agreement
Excerpt - EAP Audit & Other Matters				X		No joint funds; Joint administration at local level
Letter - Vehicle Purchase Program		X				Superseded by Contract Settlement Agreement Item 28
Excerpt - Pay for Pre-Post Retirement Trainers		X	X			Repeated in 1999 excerpt - no funding or particip. under Mod. Supp.
Excerpt - Availability of Management QN representatives	X					

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UAW Agreement Check-Off List  
(Assumes Full Implementation of Agreement)

Agreement Clause	Continues Unchanged	No Continuing Application	Superseded by Supplement as Modified	Changed by Supplement as Modified	Needs to Be Addressed	Comments (based on current state of discussions)
Excerpt - ST & Apprentice Committee Request for Joint Funds		X				Complete; No funding after effective date of Modified Supplement
Excerpt - Training Matters				X		No joint funds; Joint administration at local level
Excerpt - Planned/Predictive Maintenance Training Guide	X					Repeated in 1999 excerpt
Excerpt - National Apprentice Comm. Authority over Training Schedules	X					
Letter - GM Policy re: Sexual Orientation		X				GM Policy does not apply to Delphi
Excerpt - Joint Program Funding		X	X			No joint funds after effective date of Modified Supplement
Excerpt - Scheduling Problems with Local PEL		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - Collection of Overpayments Without Notice	X					Complete
Excerpt - Child & Elder Care Referral Service		X	X			No funding or participation after effective date of Modified Supplement
Excerpt - ADAPT Matters		X	X			No funding; participation & administration for local discussion
Excerpt - Outside Contracting Checklist	X					Complete
Excerpt - Vacation Pay Eligibility	X					
Excerpt - Notification of Individual Schedule for Independence Week		X				No Independence Week After 2007
Letter - Relationship with the UAW		X				GM Document; Superseded by later Delphi documents
Letter - Job Security Program Appeals		X				Completed; Appendix K does not apply to Supplemental Agreement
Letter - Tuition Assistance - Courses In-Plant or at Union Hall		X	X			No funding or participation after effective date of Modified Supplement
Letter - Movement of Protected Employees Within SEL Group		X	X			Appendix K does not apply to Supplemental Agreement
Excerpt - Pilot of Modified PEL Program		X	X			Complete; No funding or participation after effective date of Mod. Supp.
Letter - Updates of Personal Data		X				Complete
Letter - Employee Movement within Area Hire Area	X					
Letter - Rehabilitation Center Pilot & Research Agenda		X				Complete
Letter - Diversity Training	X					Complete
Letter - Tuition Assistance - Labor Studies		X	X			No funding or participation after effective date of Modified Supplement
<b>Local Agreements</b>						
Delphi AHG - Anderson, IN and UAW Local 662 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement
Anderson - 3/27/85 MOU - Job Security for Skilled Trades Employees		X	X			Superseded by Site Plans and Transformation Plan
Anderson - 3/27/85 MOU - Delco Remy guarantee on ST Job Security		X	X			Superseded by Site Plans and Transformation Plan
Delphi AHG - Athens, AL and UAW Local 2195 Local Agreements	X				Sell Site	Except as required to conform to Modified Supplemental Agreement
Delphi AHG - Fitzgerald, GA and UAW Local 2188 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement
Delphi AHG - Flint East, MI and UAW Local 651 Local Agreements	X				Footprint	Except as required to conform to Modified Supplemental Agreement
Flint East - 7/13/98 Handley Letter re: Employment Floor		X	X			Superseded by Site Plans and Transformation Plan
Flint East - 2/20/01 Handley Letter re: Employment Floor		X	X			Superseded by Site Plans and Transformation Plan
Flint East - 7/21/04 Butler Letter re: Ongoing 3,000 Employment Level		X	X			Superseded by Site Plans and Transformation Plan
Delphi AHG - Laurel, MS and UAW Local 2190 Local Agreements	X				Wind Down	Plant closed
Delphi AHG - Olathe, KS and UAW Local 1021 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement
Delphi AHG - Wisc./Need, Dayton, OH and UAW Local 696 Local Agr.	X				Footprint	Except as required to conform to Modified Supplemental Agreement
Delphi E&S - Kokomo, IN and UAW Local 292 Local Agreements	X				Keep	Except as required to conform to Modified Supplemental Agreement
Delphi E&S - Milwaukee, WI and UAW Local 438 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement
Delphi E & C - Coopersville, MI and UAW Local 2151 Local Agreements	X				Wind Down	Plant closed
Delphi E & - Grand Rapids, MI and UAW Local 167 Local Agreements	X				Keep	Except as required to conform to Modified Supplemental Agreement
Delphi E & C - Milwaukee, WI and UAW Local 1866 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement
Delphi E & C - Rochester, NY and UAW Local 1097 Local Agreements	X				Keep	Except as required to conform to Modified Supplemental Agreement
Rochester - 1987 Understanding - Voluntary reduction for machinists		X	X			Superseded by Transformation Program
Delphi E & C - Saginaw, MI and UAW Local 467 Local Agreements	X				Footprint	Except as required to conform to Modified Supplemental Agreement
Delphi E & C - Sandusky, OH and UAW Local 913 Local Agreements	X				Sell Site	Except as required to conform to Modified Supplemental Agreement
Delphi E & C - Wichita Falls, TX and UAW Local 2157 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement
Wichita Falls - 1999 agreement - "Oxygen Sensor Mfg. Site Commitment"		X	X			Superseded by Site Plans & Transformation Program
Delphi Steering - Saginaw, MI and UAW Local 699 Local Agreements	X				Sell Site	Except as required to conform to Modified Supplemental Agreement
Delphi T & I - Adrian, MI and UAW Local 2031 Local Agreements	X				Sell Site	Except as required to conform to Modified Supplemental Agreement
Delphi T & I - Columbus, Ohio and UAW Local 969 Local Agreements	X				Wind Down	Except as required to conform to Modified Supplemental Agreement

## ATTACHMENT E

UAW Agreement Check-Off List  
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Delphi T & I – Cottondale, AL and UAW Local 2083 Local Agreements	X				Sell Site	Except as required to conform to Modified Supplemental Agreement
Delphi T & I – Lockport, NY and UAW Local 686 Local Agreements	X				Keep	Except as required to conform to Modified Supplemental Agreement